

May 5, 2022

To Whom it May Concern:

I recently had the pleasure of working with Clint Maun and the Maun-Lemke team during my time as Senior Vice President of Operations with Signature HealthCARE. The focus of our engagement was to help the 24 selected facilities solve the workforce challenges facing the Senior Living Industry that was only exacerbated by the COVID-19 Pandemic. Clint and his team pushed us to think differently, lead differently, and in the end get different results.

Clint repeatedly said in the beginning, "this isn't rocket science". He wasn't wrong, but the way he and his team communicate, teach, and hold everyone individually accountable to the process is a difference maker. We were able to set goals and had some amazing results such as: Reduced contract labor spend in the group by \$30K per week over the 16-week engagement, reduce turnover significantly, and increase our hiring numbers to record levels.

I am thankful for the partnership with Maun-Lemke and I am confident myself and the leaders involved now have the tools to continue winning this battle. I would recommend any organization engage Clint and his team if they are ready to take control back of their workforce challenges.

Respectfully,

P. Shawn O'Conner

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Managing Director

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